Arber, S. (2004). Gender, marital status, and ageing: Linking material, health, and social resources. *Journal of Aging Studies*, *18*(1), 91-108.

This article examines the intersection between gender and marital status, focusing on inequalities associated with three sets of resources: An older person's material resources, their health resources, and their access to social organizational resources. Large-scale UK survey data are analyzed, showing that marital status is associated with material inequality in later life but in divergent ways according to gender. The most materially disadvantaged are divorced women and men and never-married men. Inequalities in health resources differ markedly by gender but vary little according to marital status. Social organizational membership is linked to material and health resources, but these only partly explain the low levels of social organizational membership of older divorced men. Never-married women, unlike never-married men, have high involvement in social organizations. Material and social inequalities in later life are linked to the intersection of gender and marital status, reflecting gendered power relationships over the life course.

Charles, K. K., Stephens, A. Jr., & Melvins, A. (2004). Job displacement, disability, and divorce, *Journal of Labor Economics, 22*(2), 256 – 265.

Earnings shocks should affect divorce probability by changing a couple's expected gains from marriage. We find that the divorce hazard rises after a spouse's job displacement but does not change after a spousal disability. This difference casts doubt on a purely pecuniary motivation for divorce following earnings shocks, since both types of shocks exhibit similar long-run economic consequences. Further-more, the increase in divorce is found only for layoffs and not for plant closings, suggesting that information conveyed about a partner's noneconomic suitability as a mate due to a job loss may be more important than *financial* losses in precipitating *divorce*.

Clark, R. L., Burkhauser R. V., Moon, M., Quinn, J. F., & Smeeding, T. M. (2004). Economics of an aging society. *Journal of Aging Studies, 18*(1), 374 – 381.

Provides an analysis of the economic and policy issues associated with the aging of individuals and populations, with an emphasis on developments in the United States. Explores the effects of population aging in the United States and other countries and reviews the economic well-being of older adults, particularly women and members of minority groups. Examines the economics of retirement and old age, trends in retirement patterns, and retirement policies and pension plans. Discusses Social Security benefits and program objectives, as well as financing and reform issues. Looks at disability income programs and Medicare, with an emphasis on the financing and delivery of acute health care services and long term care services. Includes discussion questions, notes, and references at the end of each chapter.

Elbogen, E. B., Sanson, J., Swartz, M. S., & Wagner, H. R. (2003). Characteristics of third-party money management for persons with psychiatric disabilities. *Journal of Psychiatric Services*, *54* (8), 1136-1141.

The study examined different types of third-party money management arrangements for persons with psychiatric disabilities and consumers' perceptions of their finances in the context of these arrangements. Methods: Clinical and demographic data were collected through structured interviews and record reviews for 240 persons with a diagnosis of a psychotic or major affective outpatient commitment in North Carolina. All consumers were receiving supplemental management arrangements were reported by 102 (41 percent) of the study participants. A majority (77 percent) of these consumers had their finances managed by a family member. Consumers with third-party money managers were more likely to have a median annual income below $5,000, to have a diagnosis of a primary psychotic disorder, and to have substance use problems. Most participants with third-party money managers reported that they received sufficient money to cover basic expenses, although about half also perceived having insufficient money to participate in enjoyable activities. Conclusions: Given that treatment for severe mental illness emphasizes social skills training and development of social support network, financial limitations could undermine therapeutic efforts. It is important that clinicians consider the role of financial concerns when assessing consumers.

Galbraith, C. S. (2003). Divorce and the financial performance of small family businesses: An exploratory study. *Journal of Small Business Management*, *41* (3), 296-301.

This study formally examines the relationship between marital dissolution and the short-term financial performance of small closely held family businesses. Fifty-two cases of divorce where a small family business was involved were examined. Organizational and situational variables, such as the involvement of other partners in the business, whether the business was a franchise, whether formal legal proceedings were necessary, and gender differences also were examined. The results indicate that marital dissolution does impact short-term financial performance and that several organizational and situational variables significantly influence this relationship.

Goodman, M. E., Ricco, S. J., Miller, M. B., William, S. T. J., & David, R. (2002). Long-term disability insurance: Employer plans are not enough. *The CPA Journal*, *72*(2), 125-126.

Presents information on disability insurance policies. Emphasis on how the policy defines disability; Limitations of insurance policies; Information on a model for valuing employee stock options.

McDonnell, K., (2002). Voluntary employment-based plans. *Journal of Aging Studies, 23*(6),

7-10.

Discusses the different types of voluntary employment-based disability income plans. Paid sick leave plans are used by employees who experience a minor illness or accident that requires them to be away from work for a period of usually 1-5 days. Fifty-six percent of full-time employees in medium and large private establishments participated in a paid sick leave program in 1997, compared with 50% of employees in small private establishments in 1996 and 96% in state and local governments in 1998. For illnesses or accidents that will keep the employee away from work for more than a week, short-term disability (STD), or sickness and accident insurance, becomes the employee's income replacement plan. STD benefits provide for salary replacement for a 6-12-month period. Employees in medium and large private establishments (55% in 1997) were more likely than their counterparts in small private establishments (29% in 1996) and state and local government (20% in 1998) to be participating in an STD plan. Payments from a long-term disability (LTD) insurance plan usually take over after the benefits from an STD plan have been exhausted. Forty-three percent of full-time employees in medium and large private establishments participated in an LTD plan in 1997, compared with 34% in state and local governments in 1998 and 22% in small private businesses in 1996. Employers that offer a defined benefit (DB) pension plan may choose to offer LTD coverage through the DB plan.

Patricia, A., McManus, T. A., & Diprete, L. (2001). The financial consequences of separation and divorce for men, American *Sociological Review*, *66*(2), 246-268.

Contrary to conventional thinking, the majority of partnered men in the United States lose economic status when their unions dissolve. Using data from the Panel Study of Income Dynamics, this analysis shows that for most men the primary source of economic decline after union dissolution is their inability to fully compensate for the loss of their partner's income. A secondary source of economic decline is an increase in compulsory and voluntary support payments. Welfare state tax and transfer mechanisms have a much smaller overall impact on changes in men's living standards following separation. Although most men experience a decline in living standards following union dissolution, men's outcomes are heterogeneous, and the minority of men who relied on their partners for less than one-fifth of pre-dissolution income typically gain from separation and divorce. The data show a clear trend toward greater economic interdependence in American partnerships, and this trend appears to increase the proportion of men who suffer a reduced standard of living following separation.

Pentland, W., Walker, J., Minnes, P., Tremblay, M., Brouwer, B., & Gould, M. (2003). Occupational responses to mid-life and aging in women with disabilities. *Journal of Occupational Science*. *10*(1), 21-30.

The focus of this paper is on the occupational responses to mid-later life of a particularly neglected group of women: those with disabilities. For women, mid and later life are characterized by a host of intrinsic changes (physical and psychological) along with extrinsic or environmental changes (children leaving home, divorce, socio-cultural expectations, aging parents). Women with disabilities have spent a lifetime orchestrating themselves and their environments to enable meaningful and satisfying occupational engagement. There is a need to understand how they adapt with age and to identify the resources and barriers to their continued occupational participation through mid and later life. Using focus groups and telephone interviews of 29 women with spinal cord injury, this study reports on four aspects of the women's experiences: personal mid-life factors and triggers to occupational change, adaptive occupational responses, implications of the occupational adaptations, and critical resources for occupational adaptation in mid-life. The findings suggest that the women are dealing simultaneously with issues of the disability, mid-life, and later life. Age-related changes mean they have to relinquish valued roles and occupations, they feel isolated and misunderstood.

Reign, M. L. (2001). Unspoken poor: Single elderly women surviving in rural America. *Journal of Elder Law, 9*(2), 257-284.

Explores the reasons for the vast disparities in poverty levels among older adults, focusing on the plight of single older women living in rural America. Explains that single older women become poor from a lack of income following divorce or widowhood and remain poor because they are unable to generate income themselves and must overcome living in an isolated environment. Considers the obstacles that affect this vulnerable population, including isolation and lack of transportation and other essential services. Argues that Social Security and Supplemental Security Income payments should be adjusted to increase the income of single older women, and that greater access to transportation and social services be provided to help older women navigate the rural environment.

Singleton, J. (2000). Women caring for elderly family members: Shaping non-traditional work and family initiatives. *Journal of Comparative Family Studies, 31*(3), 367-375.

Caring for a dependent elderly family member and employment are competing demands for men, and especially women, who work in the United States. Women traditionally function in the care giving role for parents in need. Yet unlike their mothers before them, modern day women caring for elderly parents have more roles, and thus more role demands upon them. Traditional familial roles as wives, homemakers, and mothers are more often coupled with roles as paid workers and as care giving daughters to dependent parents. Maintaining today's families via the kin-keeping role may be increasingly difficult for the employed elder caregiver, typically a female in her mid-40s to late 50s. The burdens employed caregivers experience have effects in the workplace, for example, attendance problems and poor job performance. Yet, the research in this area is relatively sparse, especially in data on the effect of family status on numerous measures of productivity and employee performance. How research can deliver assistance in programming and policy development of eldercare benefits in the workplace by demonstrating which categories of employees (i.e., by gender, age, race, ethnicity, occupational status, and earnings) are most affected by elder care giving and in what ways is presented. Family and work initiatives to help maintain this balance between family and job responsibilities are discussed and recommended.

Smeaton, D., & McKay, S. (2003). Working after state pension age: Quantitative analysis.

*Journal of Labor Economics, 19*(2), 78-80.

Examined factors affecting the labor market participation of older adults at or after the state pension age (SPA), currently 60 for women and 65 for men, in the United Kingdom. Analysis is based on recent data from the Labor Force Survey, Family Resources Survey, and British Household Panel Study. Overall employment rates for women aged 60 and older and men aged 65 and older were 8% and 9%, respectively. Three-fourths of both men and women working after SPA were in the jobs they held prior to attaining SPA; the majority worked part-time. Panel analysis showed the difficulty of returning to work once people left the labor force. Among men aged 50-59 and self-employed in 1991, some 40% were working 10 years later; this compared with 17% among employees and 5% for those not in paid work. Men working past SPA reported financial situations that were superior to those of non workers. Appendixes provide logistic regression models. References are included.

Stefancic, A. (2003). Retirement plan trends: Where are we all headed? *Journal of Aging*

*Studies 18*(2), 7-12.

Reviews retirement plan trends and their effects on the adequacy of retirement income among older adults. Demographic, life phase, and corporate pressures are creating trends that are having an impact on retirement income adequacy. Population aging, longer productive working periods, longer life spans, widowhood, reductions in pension plan provision, pension plan funding problems, and changes in technology are all working to make employees know more and do more to prepare for their future. Education and income will be predictors of the ability to retire, but even the highly-paid and well-educated employee could fall through the cracks based on his or her own lack of attention or understanding of retirement issues. Employees will need to take the lead in holding employers accountable for managing pension plans and providing appropriate educational tools and services.

Swanson, J. W., & Swartz, M. S. (2003). Psychiatric disability, the use of financial leverage,

and perceived coercion in mental health services, *Journal of Counseling and Planning,*

*20*(2), 119-127.

Although the use of representative payees has proliferated in the past decade, little is known about whether clinicians or family members of people with mental illness use their control of clients' money to leverage treatment adherence or whether persons with psychiatric disabilities perceive that if they are noncompliant, their money will be withheld. The purpose of this study was to examine clinical and demographic variables associated with perceived financial coercion and warnings involving control of money in the context of mental health services. 258 involuntarily admitted outpatients with severe mental illness were followed for one year and interviewed, as were their clinicians and family members. Results showed that nearly 30% of participants perceived financial coercion whereas a smaller fraction of participants' clinicians and family members reported giving money warnings. However, some factors, including ethnicity and being subject to other legal mechanisms, predicted both--actual warnings and perceived coercion. Implications of these findings are discussed in terms of gaining understanding of the ways which financial arrangements facilitate or thwart delivery of effective mental health services.

Willson, A. E., & Hardy, M. A. (2002). Racial disparities in income security for a cohort of aging American women. *Journal of Social Force, 80*(4), 1283-1306.

Examined racial disparities in income security among older women. Data were obtained from the National Longitudinal Surveys of Labor Market Experience on 2,060 women aged 30-44 at baseline in 1967 who completed assessments in 1967, 1972, 1977, 1982, 1987, and 1992. It was found that black women had a predicted income-to-poverty ratio (IPR) less than 51% that of white women. Controlling for race and age, widowhood lowered IPR by 23%, divorce by 21%, and never marrying by 4%. Advantages such as higher education and employment had a relatively larger impact on differentiating black women than differentiating white women. Although white women who were divorced and employed began at a lower point on the income security scale than those who were unmarried and not employed, women who were employed continued to build income security as they aged, whereas women who were nonemployed tended to see their positions decline. Among black women, nonmarried employed women overtook married nonemployed women, with black divorced women crossing over at a younger age. Overall, the results suggest that while marriage offered women considerable financial protection, their own employment was also a key to their security and reduced the rate at which income security decayed as they entered old age. Whereas marriage provided more security to white women, employment gave a greater boost to the economic security of black women.

Zimmer, M. (2004). How did divorced women fare in the 1990s? Analysis of work and hourly earnings. *The Social Science Journal, 41*(2). 267-77.

This paper presents evidence of changes in employment and real wages in the population of divorced single women during the 1990s. Using data from the U.S. Current Population Survey (CPS) for 1989 and 1999, the paper estimates multivariate models of labor force participation and hourly wages for each year. Differences between years in employment and wages are decomposed into portions attributable to changes in measured characteristics and changes in coefficients of the models. Estimates indicate that full time employment remained virtually unchanged during the decade, and real wages increased by less than 2[percent]. Decomposition of the regression models shows that measured characteristics in this population changed in a direction that would have lead to higher wage growth, but those changes were offset by changes in the model's coefficients. The result is that earnings experienced only modest growth. In the labor force participation model, changes in measured characteristics worked in the direction of a modest decrease in full time employment, but again coefficient changes provided an offsetting effect.